EMPLOYER OPPORTUNITIES
2020/21

Share Your Skills
Build Your Brand
Recruit York Students
Welcome

There is no doubt that 2020/2021 will be an academic year in which graduate recruiters and higher education institutions face unprecedented challenges. Covid-19 is changing the way in which employers and universities work together to achieve our goals.

Whilst we establish ‘the new normal’ at York we remain driven in enabling you to make effective and valuable connections with our students. Providing virtual, innovative and creative options to meet both employer demand and student need has been an important focus of our work recently. This has also been accelerated by our exciting new partnership with Handshake, the world’s largest early talent recruiting platform.

Enhancing our offer for students through the development of skills-based interventions, and engaging with programmes specifically designed to support students from diverse and widening participation backgrounds remains at the heart of our work. We remain committed to ensuring that all students can make connections with future employers who inspire ambition, and provide students with the opportunity to explore their strengths and employability prospects.

With this in mind, this document is based around the journey that we encourage our students to take in order to be successful in the employment market. We have mapped out the key points at which we know that connections with employers is of most value to students; we hope, in turn, this serves to meet your ambitions and aims at York for the coming year.

We look forward to working with you.

Tom Banham
Director of Careers and Placements

Your journey at York

EMPLOYER OPPORTUNITIES FOR 2020/21 BY TERM

Termly Themes

To support the concept of a student’s employability journey, we focus the delivery of our activities around the termly themes of Apply (Autumn), Explore (Spring) and Experience (Summer). This guide will give you a sense of the key points to get involved within the academic year to best support this. Some of our activities take place at fixed times of the year, others take place on a much more flexible basis.
Autumn Term 2020
Theme: Apply

Virtual Assessment Centre Experience (ACE) events
Simulation activities hosted by a number of employers in a series of flagship events.

Mock interviews
Or submit sample interview questions and responses to us.

CV reviews

Recruitment preparation
Help students understand what you are looking for in applications and interviews; topics we encourage employers to offer include personal brand, video interviews, gaining a competitive edge and gamification.

Virtual site visits
Open up your working environment to help students gain a snapshot of being employed by you.

Autumn Fairs 2020
Law, Grad Jobs & Placements virtual and free of charge

WHY NOT TRY?
York Profiles and Mentors
Are you a University of York alum? Add your career experiences to our York Profiles and Mentors platform. Inspire current students, answer their questions and help build their networks.
york.ac.uk/careers/profiles

Spring Term 2021
Theme: Explore

Skills development sessions
Support our students to develop their strengths and attributes such as commercial awareness, critical thinking and problem solving.

One-to-one sessions
Meet small groups or individual students to review applications and CVs, or conduct interviews for your graduate roles.

Virtual Assessment Centre Experience (ACE) event

Job market Q&A events
A series of activities to share knowledge about career paths, opportunities and labour market insights.

WHY NOT TRY?
Internships and Placements
Thinking about recruiting a summer intern or placement student for next academic year? Registrations for our Student Internship Bureau (SIB) and placement year opportunities open in Spring.
york.ac.uk/careers/placements
Summer Term 2021
Theme: Experience

We can support you to achieve your final hires through bespoke targeting and recruitment to finalists.

**KEY EVENTS AND ACTIVITIES**

**Summer Job Fair**
Offer one-off project-based internships for up to 12 weeks; recruitment and admin arranged by our team.

**Summer Internship Bureau (SIB) summer programme**
Offer one-off project-based internships for up to 12 weeks; recruitment and admin arranged by our team.

**York Leaders**
For second year undergraduates who have demonstrated leadership potential, help students understand their strengths by being a critical friend, panel judge or interviewer in this three-day programme.

**Site visits**
Open up your working environments to help students gain insight into the world of work.

**One-to-one sessions**
Meet small groups or individual students to review applications and CVs, or conduct interviews for your graduate roles.

**Bespoke recruitment**
Explore accelerator recruitment events, assessment invigilation and shortlisting services with us.

**Year-round activity**
- **Blogs and online content** - Gain exposure on our Careers Blog, Podcast or YouTube channel. Write about workplace culture, film a ‘day in the life’ video or guest star in our ‘What do you Actually Do?’ series.
- **Virtual presentations/webinars** - If you are running your own virtual events or online opportunities, we can ensure these are shared with our students.
- **Departmental engagement** - Establish and develop relationships with academic departments and explore opportunities to engage students directly through the curriculum.
- **Virtual internships** - Offering flexibility and support to your business throughout the academic year.
- **Competitions and “sandpit” challenges** - An increasingly popular option for employers to explore real-life business problems, while supporting students to find out more about certain sectors in a fun and motivating way.
- **Volunteering** - We support over 1,000 students each year to access mutually beneficial volunteering opportunities with charitable organisations in the local area.
- **Student Enterprise** - Support the businesses of tomorrow by delivering workshops or mentoring student entrepreneurs.

**Other University of York business services and stakeholders**
- **Research and Enterprise**, including Apprenticeships
- **Office of Philanthropic Partnerships and Alumni (OPPA)**
- **University of York Students’ Union (YUSU)** including links to over 200 student societies
- **University of York Graduate Students’ Association (GSA)**
- **Centre for Global Programmes**
- **York Cares**, employee-volunteering for organisations based in the city
- **Student Recruitment and Widening Participation** including opportunities to mentor participants on our pre- and post-16 initiatives

**WHY NOT TRY?**
**Sponsorship**
Talk to us about opportunities with Careers, as well as with societies, clubs and our Students’ Unions.